
Severance Pay

All eligible employees are entitled to severance pay as follows:

- One week's basic pay for each year of service for the first 10 years.
- Two weeks' basic pay for each year of service beyond 10 years.
- An age adjustment allowance that adds 10 percent of the total basic severance for each year you are over age 40.

ELIGIBILITY REQUIREMENTS

You are not eligible for severance pay if you—

- Are on a temporary appointment.
- Have fewer than 12 months of continuous federal service.
- Are eligible for any immediate civilian or military retirement annuity (including discontinued service retirement).
- Decline a reasonable offer under RIF procedures.

REGISTRATION

Contact your human resources office for information.

DISCUSSION

The maximum severance pay allowance is one year's pay. It is paid at the current biweekly rate until the total amount is issued or you are reemployed by the federal government. Previous severance payments made to you will reduce this amount.

QUESTIONS AND ANSWERS

Will I get severance pay if I quit before I am RIFed?

No. If you willingly leave a government job, you are not eligible for severance pay.

My RIF notice offered me a job four grades lower than my current job. Is this reasonable?

No. It is not reasonable. A reasonable offer is one of like seniority, tenure, and pay. This means a permanent job with the same work schedule (full or part-time), not lower than three grades below the current grade, and in the same commuting area.

If you decline a job four grades lower than your current job, you are still entitled to severance pay.

Will payroll still withhold money from my biweekly check?

The only deductions made from severance pay are for federal and state income tax and FICA tax, if appropriate.

